

The Human-Wildlife Conflict Collaboration (HWCC) and Columbus Zoo and Aquarium are pleased to announce three scholarships to cover registration, lodging, meals and modest transportation costs to participate in the upcoming “Analyzing and Transforming Conflict to Create Sustainable Solutions for People and Wildlife” training in Ol Pejeta Conservancy, Kenya from March 12-16<sup>th</sup> (with March 11<sup>th</sup> and 17<sup>th</sup> as travel days). These scholarships are ONLY available to East Africans (Ugandan, Kenyan, and Tanzanian professionals) working in wildlife conservation in African institutions. Scholarships will be awarded on a competitive basis. Application and training details are available below. Please note that the deadline for submitting applications is January 23, 2012. Winners will be notified by January 31, 2012.

Obligations and commitments of scholarship winners:

1. Participation in an intensive five day training in March, 2012 (arrival March 11<sup>th</sup>; departure March 17<sup>th</sup>)
2. A commitment to share lessons learned through mini-trainings led by scholarship winner and conducted for a minimum of 35 colleagues, stakeholders and others relevant to participants’ work.
3. Provide a brief report by November 2012 to HWCC on each of the following: (1) the participants’ progress in implementing and integrating the plan developed during the training (2) summaries of the mini-trainings conducted to share lessons learned and (3) any evidence of change in their institution or project as a result of the conflict intervention plans they initiated.
4. Availability and interest of participant to continue to communicate with and develop a community of practice with the other participants in the training, and especially with their colleagues across East Africa, is necessary so that a community of practice around transforming conflict begins to develop across the East African region.

Applicants must submit the following by January 23, 2012 to be considered for the scholarship:

1. Please provide a 2 page description of your work, position and project as it relates to human-wildlife conflict or other wildlife conservation-related conflicts. In particular, please describe the human-human conflicts about wildlife that may impede upon your ability to achieve your conservation goals. Please include responses to the following in your summary and provide all answers in a single word document submitted to [francine@humanwildlifeconflict.org](mailto:francine@humanwildlifeconflict.org) with EAST AFRICA SCHOLARSHIP written in the subject line of the email:
  - a. Provide your name, contact information, organizational affiliation, title, major responsibilities and brief job description. (½ page in length)
  - b. Briefly describe the area of conservation importance in which you work and a brief summary of the human-human conflicts (or potential for conflicts) that exist that may impede your ability to achieve all of your desired conservation goals. (1/2 page in length)
  - c. Describe how you would benefit from the training. Details on the training are available at [www.humanwildlifeconflict.org](http://www.humanwildlifeconflict.org) under Conflict Training and East Africa.

- d. Describe how you would benefit from developing a community of practice and communication with a broader network of stakeholders both within your project area and country and within East Africa (Uganda, Kenya, Tanzania). How would others benefit from your participation in and leadership role in creating a community of practice around transforming conservation conflicts across East Africa. (1/4 page in length)
  - e. Explain your commitment to sharing what you've learned in the training with your institution, project and with the stakeholders with whom you work. Please provide specifics (Who? How? When? Where?) as to how you will share what you've learned post-training, as well as what limitations you foresee in making these mini-trainings happen. You must have the support of your supervisor and institution in terms of time (1/2 day session for a minimum of 2 sessions plus travel time) and travel costs to ensure you can deliver a mini-training/sharing of lessons learned session to a minimum of 35 people in at least two different sessions. These sessions can be integrated as part of your existing work plans. (1/2 page in length)
2. Please provide an estimate of your travel costs to Nanyuki, Kenya. Transportation from Nanyuki to the Ol Pejeta Conservancy will be provided by HWCC and modest costs to Nanyuki will be covered under the scholarship.
  3. Please provide a letter of support from your supervisor. Your supervisor's support should include:
    1. Support to build your capacity to analyze human conflict dynamics around wildlife issues and more holistically and effectively address wildlife conflicts as a result.
    2. Improve cross-border cooperation and collaboration around human-wildlife conflicts and wildlife conservation issues in East Africa.
    3. Lay the groundwork for and begin building a community of practice across East Africa for the improved and shared capacity of African professionals to address conflict in conservation.
    4. Develop and implement a share-the-training effort so that the capacity benefits to current scholarship winners also benefits wider communities of staff, colleagues, stakeholders and field professionals across East Africa (35 conservation professionals and/or stakeholders per scholarship participant).
    5. Empower the scholarship winner to be more effective not only in addressing wildlife issues, but also in ensuring that the communities they serve, those that support (or are asked to support) wildlife conservation, have a positive and equitable voice in wildlife
  4. Please provide your current CV.

### **The Rationale:**

Wildlife conservation professionals continually deal with the complexities of human conflict in their conservation efforts. Conflicts that are seemingly between people and wildlife are more often conflicts between people *about* wildlife. Unfortunately, these issues at the center of conservation conflicts often serve as proxies for underlying social conflicts, including struggles over group recognition, identity, and status. Too often sound conservation programming falters because it fails to address or ignores the multiple levels of conflict and the complex web of entrenched interests common to most conservation contexts. For instance, we may limit our understanding of and capacity to address the needs and concerns of local people by narrowly focusing our efforts on economic fixes, livelihood interests and tactical solutions to wildlife

depredation, when more elusive factors such as empowerment, respect and trust are among the unspoken and pervasive concerns that may ultimately undermine conservation's efforts, even those designed to offset the tangible costs of conservation to local people. Thus, it is critical that we advance wildlife conservation professionals proficient at analyzing and addressing complex conservation conflicts.

In March 2012, HWCC will facilitate a capacity building workshop in Kenya for conservation professionals working on human-wildlife conflict (HWC) especially across East Africa. Through these scholarships, we hope to specifically build capacity of and empower three native Africans – one from each of the three East African countries - Uganda, Kenya and Tanzania – who have or may be afforded the capacity to influence wildlife conservation activities on the ground locally as well as across the region, but may not be currently in a position to afford the costs associated with participation in this capacity building process. This grant will support the cost of their participation and cover modest travel costs to and lodging/meals at the training. While this grant is intended to support only three participants, we anticipate significant secondary “ripple effects” post-training as a result of a specialized trainer-of-trainers session conducted during the March capacity building workshop and specifically designed for these three African conservationists. Further, the selection process to determine which three individuals will participate in the capacity building workshop is designed to yield participants with the capacity to nurture and grow a community of practice across the entire region. And, by choosing individuals with influence and outreach potential we can ensure that the lessons they learn from the training will influence not only their actions on the ground, but those of their staff, colleagues and collaborators, as well.

### **The Training:**

HWCC experiential courses draw upon the best practices for addressing complex conservation conflicts and cultivating sustainable conservation solutions. Employing principles and strategies identified and developed by the Human-Wildlife Conflict Collaboration, participants will design and implement a Conservation Conflict Intervention Plan (CCIP) individually tailored for their respective field site or other professional focus. HWCC's collaborative learning process begins by addressing the theory, principles and practice of transforming complex conservation conflicts into positive, sustainable change. Participants improve their capacity to analyze complex conflict dynamics, anticipate and address conflicts as they arise, and address long-standing conflicts that may impede new progress. By accurately analyzing conflicts and facilitating appropriate processes for addressing them, professionals can determine root causes, build a foundation for trust and respect among stakeholders, and unearth fertile ground for sowing and cultivating sustainable conservation solutions.

Specifically, participants will learn how to apply a variety of tools to conduct a multi-level conflict analyses and will demonstrate those tools using tailored case studies. Participants will learn essential theory, skills, strategies and processes, all of which are critical to dealing effectively with a variety of conflict situations. Participants will learn how to design and lead multi-stakeholder decision making processes and will be afforded opportunities to test their learning and practice in a supportive setting. They will also investigate the principles of designing long term conservation conflict transformation strategies. This will include exploring

how to use interventions addressing conservation conflict as entry points to transform the longer-term, structural and systemic conflicts that may undermine conservation goals. Even though the roots of these conflicts may have their beginnings in other sectors of society, their impacts are felt profoundly in conservation realities. Participants will leave this training with an individual Conservation Conflict Intervention Plan (CCIP) to address both the immediate conflict intervention and longer-term strategic vision and goals for their work.

Participants of the HWCC training will develop a community of practice around conservation conflict resolution, using a common language to investigate conflict dilemmas, a shared set of tools and approaches to analyze and address conflict, and a community of resource professionals who can continue to provide mutual support in addressing conflict in their efforts to conserve wildlife and wild places.